2 8 OCT 1976

MEMORANDUM FOR: Deputy Director for Administration

FROM   :   Robert W. Gambino
                  Director of Security

SUBJECT   :   Profile of Office of Security's
                  1976 Recruitment Program

1.   This memorandum provides information on the personnel hired in our 1976 professional recruitment drive.

2.   This year's Office of Security professional recruitment effort, which involved 311 files for the Professional Applicant Review Committee to review, was tailored to the Office's projected FY 1977 equal employment opportunity goals. Unfortunately, just before the training program was to begin, one black male and one black female chose not to EOD and accepted employment elsewhere and one Caucasion female did not meet security standards. Last minute efforts to replace them with black applicants surfaced an expectant mother and a male who would not move to Washington for anything less than a GS-13. Even with these disappointments, the new group includes three Hispanic males, two Caucasian females, one black male and eleven Caucasian males. Five of the new officers were Agency internals and the remainder hired from private industry, local and Federal Government and the college campuses. Based on engineering requirements in the Technical Security Division, two of our new officers are electrical engineers.

3.   Statistically the new officers break down as follows:

      AGE: The average age is 28 with the youngest being 24 and the oldest 33 years of age.

      MARITAL STATUS: Ten members of the group are married.

EDUCATION: Ten of the group have either a
B.A. or B.S. degree, two have B.S.E.E. degrees
and five have their master's degree.

OCCUPATIONAL HISTORY: As noted above, five
of the new officers are internals and include one
former Security secretary, two former DDO
Intelligence Operations Research Assistants, and
two former DDS&T/OD&E couriers. Three of the
new employees came to us directly from college
or the military. The other eight have varied
backgrounds, including a police officer, two
electrical engineers, an insurance agent, two
school teachers, a criminal investigator and a
probation officer.

STATINTL

Robert W. Gambino

cc: D/Pers

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STATINTL

Robert W. Gambino

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ROUTING AND RECORD SHEET

| SUBJECT: (Optional) | Profile of Office of Security's 1976 Recruitment Program | | | | | |

FROM:

Director of Security
4E-60 Hqs.

DD/A Registry
File _Personnel 15_

| | EXTENSION | NO. | |
| | | | |

DATE 2 8 OCT 1976 STATINTL

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. EO/ DD/A 7D-24 Hqs.				
2. DDA	10/28			Good!
3. STATINTL DOS	2 9 OCT 1976			
	2 9 OCT 1976			TB4 Cal STATINTL Any comment?
6. DDA		5 NOV 1976		
7. Reg				
8.				4 to 5. This looks good, however, I am somewhat disappointed with the small proportion of blacks accepted for this class. Hopefully the Coordinator for Minority Employment approach will improve all minority representation in future classes.
9.				
10.				
11.				
12.				
13.				
14.				
15.				